



# K A N S A S

JACK RICKERSON, DIRECTOR

DEPARTMENT OF ADMINISTRATION  
DIVISION OF PERSONNEL SERVICES

KATHLEEN SEBELIUS, GOVERNOR  
HOWARD R. FRICKE, SECRETARY

April 2, 2004

Dear Agency Human Resource Directors:

We have promised the Governor options for a different pay plan by August 1, 2004. We have also told her that we will do everything we can to reduce the number of job classes in an effort to improve system equity. A team of agency representatives has been working hard for the past year to deliver on these promises. I am inviting you to **a special HR Conference on April 14, 2004** to give the team an opportunity to present a status report of their actions and to seek your comments, suggestions and recommendations before they go further. The presentation is for Human Resource Directors and others they would like to be involved in this effort.

The presentation will be given at the Topeka SRS Area Office, 500 SW Van Buren (3 blocks north of the Capitol). The presentation will begin at 9:00 and is scheduled to conclude by 4:00. Parking is available in the lots just north of the Topeka SRS Area Office. A copy of the agenda is attached. Lunch will be on your own. Please contact Jeanette Bieker at 785-296-4863 or [jeanette.bieker@da.state.ks.us](mailto:jeanette.bieker@da.state.ks.us) if you have questions or need further direction.

This is a major issue. We will appreciate your participation and contributions.

Sincerely,

A handwritten signature in black ink that reads "Jack Rickerson".

Jack Rickerson

Attachment

Compensation Team Presentation  
April 14, 2004  
Topeka Area Office  
500 SW Van Buren  
Topeka, KS

**Agenda**

Opening Words

Composition of the Team & Background

Summary of Listening Tour

Focus on Wages

Objectives & Goals

Employee Demographics

Hurdles to Overcome

Steps Taken

Report of the Classification Model

- Other States
- SOC Codes
- Front Line Worker - 3 Role Approach
- Working Supervisors: Separate Class vs. Differential
- Managerial Structure Options
- Non-Working Supervisors

Discussion Forum

Lunch

Report of Compensation Models

1. Pay Grade & Pay Band Options
2. Multiple Models

Discussion Forum

Topics to Be Addressed

Closing